

Touch Football Australia supports Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, and Non-Binary people and are active supporters of eliminating discrimination against LGBTQ+ people both on and off the field.

# COACHES & MANAGERS

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## REPORT AN INCIDENT

Should you need to report an incident you can contact:

**Luke Heckendorf** (he / him / his)

- National Inclusion Manager
- [Luke.heckendorf@touchfootball.com.au](mailto:Luke.heckendorf@touchfootball.com.au)

**James Sharp** (he / him / his)

- National Education and Policy Manager
- [James.sharp@touchfootball.com.au](mailto:James.sharp@touchfootball.com.au)

\*Please note all reports & enquiries will be treated with confidentiality

The behaviour of coaches and managers can directly impact those of their players. Coaches and managers should act responsibly and set an example for their team by:

- Reporting all incidences of discrimination, harassment or bullying to club officials.
- Using appropriate language and becoming familiar with appropriate terminology. Eg:
  - » Gender neutral language (they, them)
  - » Avoid using gendered phrases (you throw like a girl)
  - » Learn their preferred pronouns
- Becoming familiar with the club's inclusion/gender diversity policies.
- Respecting the privacy and confidentiality of gender diverse players within your team unless having their consent to do otherwise.
- Never asking someone about their gender identity or sexual orientation
- Being open to speaking with athletes, coaches or other support staff who have questions or express concerns.
- Becoming more familiar with LGBTQ+ issues in sport. Knowing what resources are available to assist those who are LGBTQ+ and may be struggling.
- Take advantage of opportunities provided by Touch Football Australia and relevant allied organisations to learn more about gender diversity in sport.

We want to provide that protective and safe environment and remove the barriers to participation in sport for LGBTQ+ communities

**Brad Mitchell**

Touch Football Australia General Manager of Participation  
(He / Him / His)

If you would like to learn more about the LGBTQ+ community or how you or your club can become more inclusive, you can contact our Inclusion Team: [Inclusion@touchfootball.com.au](mailto:Inclusion@touchfootball.com.au)

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# REFEREES & MATCH OFFICIALS

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As a referee or match official, you have a responsibility to ensure our game is played in a fair and safe environment for all participants. To protect all players, referees and match officials should:

- Monitor on-field conduct to ensure it stays within the rules.
- Enforce rules fairly, regardless of players gender identity.
- Monitor poor on-field behaviour e.g., Intentional mis-gendering or excessive contact.
- Listen and respond to complaints.
- Never ask someone about their gender identity or sexual orientation.
- Don't assume player's gender or pronouns. Instead, use gender neutral terms such as they, them.
- Take advantage of opportunities provided by Touch Football Australia and relevant allied organisations to learn more about gender diversity in sport.
- Familiarise yourself with the policies and frameworks outlined by local affiliates and Touch Football Australia.
- Respect the privacy and confidentiality of players gender identity unless you have permission to do otherwise.

Touch Football has provided me with a community where I feel safe to be myself without having to pretend to be someone else

### Campbell Muir

Elite Touch Football Referee  
(He / Him / His)

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# PLAYERS & TEAMMATES

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Club or team culture is directly affected by the behaviours and attitudes of players and teammates. To ensure you are fostering an inclusive team environment, all players and teammates should:

- Play within the rules regardless of your opposition.
- Familiarise yourself with your club's inclusion/gender diversity policies.
- Include gender diverse teammates in social and team-building activities.
- Not tolerate discrimination, harassment or bullying of any sort. If you experience behaviours like this, immediately report it to coaches or club/match officials.
- Respect privacy and confidentiality of other players gender identity unless you have their permission to do otherwise.
- Never ask someone about their gender identity or sexual orientation.
- Don't assume someone's gender or pronouns. If you are unsure, ask politely.
- Take advantage of opportunities provided by Touch Football Australia and relevant allied organisations to learn more about gender diversity in sport.

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It is really important for  
our sport to have visibility  
and inclusiveness to show  
everyone is welcome

**Lucia Fildes**

Elite Touch Football Player  
(She / Her / Hers)

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# CLUBS & ORGANISATIONS

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Clubs and organisations set the foundation for a supportive and inclusive sporting environment. To continue to grow and develop our sport, clubs and organisations should:

- Policies
  - » Ensure policies and procedures are up to date and inclusive of transgender and gender diverse people.
  - » Take active steps to ensure all are educated on and aware of the policies, including players, managers, coaches and officials.
- Code of Conduct
  - » Implement a zero-tolerance policy.
  - » Commit to a harassment free environment and an inclusive culture.
- Inclusive Language
  - » Do not make assumptions about someone's sex, sexuality or gender based on their appearance for pre-existing societal expectations.
  - » Become familiar with respectful language and appropriate terminology.
- Uniforms
  - » Provide appropriate uniforms and allow participants to choose their own uniform from a variety of variations.
  - » Ensure uniforms are appropriately sized and suited for all frames.
- Facilities
  - » Change facility signage e.g., all-gender bathrooms where possible.
  - » Ensure facilities have proper waste disposal.
- Participation
  - » Provide mixed or gender-neutral teams where possible.

**In Touch Football, we are always striving to provide a 'place on the field for everyone', a sport that 'everyone can play', but we can't just say that without action – we need to provide meaningful guidelines and resources for those who deliver and participate in our sport so we can create Touch communities that are genuinely safe and inclusive**

**Jamie O'Connor**

Touch Football Australia CEO  
(He / Him / His)

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